



words & vision

UCFV Faculty and Staff Association Newsletter

October 1993 Vol. 19, No. 1

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Second Staff-Vice President	Pam Mercer	4283
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Grievance Chair (Staff)	Diane Griffiths	4282
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FSA NEWSLETTER

October 1993

From The Editor . . .

Welcome to 'Words & Vision', the FSA newsletter. What's in a name? Everything, of course, and here's how this one came about.

When I took over this post (from Paul Herman's capable editorialship), it struck me that somehow 'Newsletter' did not fully capture the rich daily pageant and drama of working life here at UCFV in these hectic, changing times. At first I thought of 'Cries and 'Whispers' and 'Shot in the Dark', but decided members might find these a bit downbeat. Then phrases along the 'Inter-this' and 'Communication-that' continuum came to mind; but these seem so shop-worn as to be almost meaningless.

Then, one afternoon while zooming through Surrey (where, like all of us, I have my own private visions), it hit me: **VISION**, that was it, what we are always being compelled and propelled to have around UCFV—visions of shiny new libraries, burgeoning campuses, and the refulgent future of medium-to-high learning in the Fraser Valley. That's what all our so-many words hang on, after all, extrapolations of what we are in the process of becoming; it's probably going to be in our new contract, that we must each have a vision at least once a month.

'Words & Vision', then, is the forum for faculty and staff's ongoing speculative dialogue on our future, as well as important

FSA business. As you know, much is happening right now, and we will continue to keep you updated on all developments through the regular departments. But our newsletter should also be about what we are and, hence, 'where we are coming from'—our unique UCFV personality. To that end, we need your help to fill these pages and give them a human cast, and we're wide open to possible submissions.

Articles and short pieces could be on PD experiences, general interest topics, ideas, words and language, poetry or literary fragments, wine notes, funny stories, merry japes, etc. I've included a sample article here on something I've been thinking about recently (**warning:** completely concerned with sex). And if there are special topics you feel we need to explore, drop us a line. This is a particularly good opportunity for UCFV newcomers to take a break from trying to figure out the acronyms, and introduce yourselves to a wider audience.

This first issue has been a bit rushed. But we are planning one for Christmas, an appropriate time for a contribution feast. If you have questions, I'm reachable at 4240, Abby, A307, and Fenella is at 4530.

Did you know, by the way, that Gothic novelists used to eat indigestible suppers before bed, in order to induce visions? Hmmmmmm. Worth a try ...

Richard Dubanski

Letters To the Editor . . .

Dear Editor:

I would like to use the columns of the newsletter to express my thanks to the FSA for the \$100 gift certificate. It will be most useful and—thank heaven and Betty Harris—will not need packing. Working for the union has not always been pleasurable but it has always been worthwhile and never dull. Indeed, the Chinese curse "may you live in interesting times," must have been

pronounced on the FSA at birth! I hope that the union can continue to contribute to a civilized work environment in this institution and that the spirit of the small college can be maintained in the larger one. To all who work for the FSA I extend my best wishes and to all its members, my thanks.

Jocelyn Cass

Dear Editor:

For many years now, members within our Association have asked the rightful question, is our membership in CIEA worth the expense? Over the past year, the issue became sharply focused on two accounts. First, CIEA was clearly lobbying for centralized bargaining (with them, of course, holding the franchise on the employee side). Not only has our Association consistently favoured local bargaining and local solutions to local problems, we have also favoured our joint union which would be endangered by centralized bargaining. This is because CIEA represents mostly faculty, and centralized bargaining will be mostly about faculty, no matter what platitudes are promised. In my view, it is inevitable that staff would become under-represented in this centralized bargaining environment, and would rightly move to an alternative.

In looking at the future of our university-college, one might also reflect on the quality of a work environment dominated by an employer's council (the so-called "AECBC") on the one side and CIEA on the other. I am concerned that we send a message that we do

not endorse this model. Is this message really best sent by voting to stay in CIEA?

Second, there is the issue of money. The outgoing Treasurer suggested at last year's AGM that we might need to contemplate yet another increase in dues in this current year to balance the budget. (In 1992 a dues increase was approved by the membership from 1.3 to 1.5%.) Indeed the proposed budget presented at the last AGM was left in deficit. That budget occasioned a discussion among the membership that we needed to take a good hard look at value for money spent by the FSA and discussion turned to our single largest expenditure, that of our membership in CIEA¹.

It should be noted that for the work the Executive is now doing, this year's is a bare bones budget and it is unlikely that we will be able to continue for long without a dues increase. Our CIEA cost is tied to salaries and the expense of CIEA thus rises accordingly with our salaries and membership even if our demands upon CIEA do not.

At the last AGM, I suggested that we needed to look at our finances and consider whether we wished to continue with membership with CIEA. In its concurrence, the membership passed the following motion:

Be it hereby resolved: that the FSA give immediate notice of its intention to withdraw from CIEA, and accordingly, that the 1993-94 FSA budget allocation for CIEA be reduced from \$109,000 to \$50,000, to enable payment of fees during the six month notice period, as required pursuant to the CIEA Bylaw 1.3.1; be it further resolved that during this six month notice period, the FSA Executive be directed to develop an organizational and financial plan (including the development of a strike fund), to enable the FSA to function independently, or as an "associate member" of CIEA; be it further resolved that this plan be presented to the general membership for consideration prior to expiry of the six month notice period, at which time, in the event it disapproves of the reorganization plan, the membership will be given the opportunity to rescind its notice of withdrawal, and vote a continuation of membership, and consequent dues to CIEA.

At that AGM, there was much discussion about the timing of our withdrawal from CIEA, with our collective agreement about to expire, and the possibility we might have to draw on CIEA's strike fund. I indicated at the time we might well have to wait on the CIEA question until we had the security of a "framework agreement" in place covering the

immediate three or four years while we develop our strike fund. The timing is excellent, as you will have the opportunity to consider an actual agreement before you vote on the CIEA question. Your approval of the agreement would provide our union with three years to develop a strike and defense fund.

In three years, we could have a fund (based on existing personnel and salary levels) amounting to \$250,000, which is the same size as that maintained by the BCIT Staff Society. We could do that and still expand considerably our in-house membership services, or alternatively, decrease our dues.

What is the cost of belonging to CIEA?

Our overall expense for CIEA was \$110,000 last year. This year full membership will cost close to \$120,000. For a top of scale faculty member, this constitutes an expense of roughly \$500 per year, and over half the total dues check-off for the union. The contribution per staff members is about \$60.00. However, it should be noted that, inasmuch as all FSA expenses are shared between faculty and staff (the dues check-off is the same for both, currently 1.5% of salary), in effect, staff pay just as much as faculty toward our membership in CIEA; thus our continued membership is as much a staff issue as a faculty issue.

Ian McAskill

¹Since that time, it has become evident that our revenues were underestimated (we had both a general pay increase and an influx of new personnel) and we can probably manage this year to stay in CIEA without a dues increase.

Note from the President . . .

"A special bulletin from the President and Contract Chair dealing with the contract, CIEA membership and the Neylan report, will appear shortly."

Report From Second Staff Vice President . . .

This semester I will be attending SFU on a full-time staff educational leave, but while I am not here with you in body, I have taken pains to ensure that I will be here in spirit. I have gathered together a number of staff members and we have formed a Pay Equity Committee which will continue the work I started last year. While a review of our current job classification system is a priority with many people, we have plans for workshops to be offered on understanding JCAC, as well as a session geared to helping members become more capable in writing their own job descriptions. Initial preparations have begun for gathering ideas for a college-wide staff Professional Development Day to be held possibly in May.

Over the summer I have also continued my efforts towards improving Article 19.9, Review of Job Duties, and while I'm still not able to move mountains, I have had some success in this area. The revised article has been forwarded to the Agreement Committee Chair where it must be approved by both Management and the FSA. If approved, Personnel has agreed to set in place a system to review an employee's job duties every two years, if required, and will provide assistance in developing and writing job descriptions. In the past, some positions (most often in the lower pay grades) have gone eight or nine years without review. A regular review, accompanied by a well written job description, should achieve a more equitable placement of jobs within our pay scales.

The Christmas Club Part II

Summer is never a happy time for members of the Christmas Club. Too many vacuous hours are wasted stuck on hot beaches, flipping burgers on flaming barbeques, or sweatingly revising textbooks in the vain hope of making a royalty buck. Week upon week drifts by without the prospect of a REAL PARTY.

But now it's October 12 and only 75 days left until the best day of the year—Christmas! One by one, club members return to the fold. Cutloose (Gail) abandons Hawaiian shores, happy to shed that unhealthy tan. And rumour has it that our two most famous members, Patrick's sister, Sue Swayze, and that yet to be outglamoured star of award shows, Wendy Watson, are vying for President this year. Sadly, the secretary and driving force behind the Christmas Club (me), has had to leave town for unspecified reasons. However, nothing will prevent her from surfacing on Friday, December 10, for the BIG BASH at Heritage Valley.

When they finally hold their first meeting in the much welcomed dark coolness of the bar, the first question on everyone's lips is: "Will Richard, the token cute guy, ever spring for the drinks?"

Pamela Mercer

Report from Faculty Grievance Chair . . .

The summer was spent busily trying to find out which sessionals had RPT (Regular Part Time) status. The confusion surrounding this term 'RPT' has been on-going since the birth of this new "creature": RPT needs to be very clearly defined in our upcoming negotiations.

The real tale of our lay-offs this year became more apparent over the past several months. The number of sessional instructors that were affected may never really be known because their numbers have been lost and maybe forgotten because of the large number of faculty hired using our "new money".

Due to soft money funding, a B faculty position was posted as a C. This was carefully investigated and because of funding, it was decided it would be a C posting. The only gain the FSA made was that we have a letter of agreement to ensure this would be a conversion next year.

The question of shop steward workshops will be addressed in the next couple of weeks. Since new stewards are needed in key areas, it is important that the area you work in be represented. Stewards need to have

workshops and seminars to help them in their jobs. Their role has changed over the last few years. No longer is the steward required to do the elections for SAC representative, a very time-consuming job, as our FSA assistant, Fenella Sobchuk, does this. The stewards' role is mainly one of education—to help our members understand the workings of the FSA. Many questions come to your Grievance Chairs that could be solved at the steward level. This is not to say that one cannot approach a Grievance Chair before a steward. Our shop stewards help make my job easier.

For the Fall semester, my schedule is as follows:

Tues. & Fridays	Classes 8.30 - 4.30 pm in Mission
Mondays & Thurs	FSA office/home
Wednesday	Most often taken up with meetings.

Contact Fenella (Local 4530) for my whereabouts at other times.

Perla Werk

Pay Equity Bulletin . . .

The newly formed Pay Equity Committee held its first noon-hour meeting on July 28th. Enthusiastic staff turned out to volunteer their time and offer suggestions for initiatives for the coming year. The review of our Job Classification Audit Committee took top priority. It was proposed that a workshop given by the FSA's JCAC representative be scheduled for the fall and take the shape of a "Layperson's Guide to JCAC." Plans have

also begun for a staff workshop on "How to Write a Job Descriptions."

A follow-up to Pay Equity Day '93 is underway and a questionnaire will be distributed to survey employees on recommendations for topics and guest speakers.

Pam Mercer

The Phone By the Jacuzzi . . .

(A report from the CIEA AGM 1993)

It's always useful to get together with the representatives from other colleges to discuss problems of mutual interest, and this year's AGM, hosted by Langara and held at Whistler, was not an exception.

Your six devoted UCFV representatives worked hard on a number of difficult questions from the moment we arrived at the Delta Mountain Inn. For instance, why does the hotel staff supply a disposable camera complete with film, and sunglasses, in the mini-bar in each room — do they expect you might suddenly find you need these items as you use the two king-sized beds? And if they can provide free shower gel, lint mitt, shoe cloth, bath cap, and shampoo, why do they charge you \$1.35 to use a tea bag and \$3.75 for coffee from the mini-bar supply?

But the most challenging problem we worked on was why Richard, Jackie, and Perla rate deluxe rooms, while Moira rated an average room, and Anne and Jean were relegated to the scruffier wing with only an ice machine on each floor by way of amenities? The deluxe rooms had patios, kitchens, dryers, jacuzzi tubs, and the *Globe and Mail*

delivered free to their door each morning. (Not to mention that Richard's room had *two* TV's, and Perla had a complimentary bathrobe.) We tried and discarded a number of theories, including dark suspicions about who was Fenella's favourite, since she reserved the rooms. Our combined intellectual effort, as we slaved over a dinner at Umberto's Trattoria, produced the theory that Anne is non-teaching faculty so she didn't rate (yes, we know Richard doesn't teach either, but he's a man and we know that men always get whatever goodies are going). Jean, of course, is an active feminist and therefore a troublemaker, and Moira's not a real person because she's non-regular. But, we were unable to confirm these theories with the data from other delegations, who were hotly disputing their own ideas in the exercise room and on the dance floor at Tommy Africa's.

We came away feeling we had worked very hard in the three days of meetings and workshops. One vital question, though, remains unanswered: why was there a phone beside the jacuzzi tub in Jackie's room?

Moira Gutteridge

Report on the 1993 CIEA Convention and AGM . . .

May 12-15, Whistler.

This was my second CIEA convention. After the first experience, I didn't think I could ever be persuaded to return. Next thing I know, I'm on my way. So much for learning to say "NO"!

With the help of my colleagues and a "magic wheel," I was able to follow the parliamentary procedure of the AGM with reasonable dexterity. Can it be considered "scholarly activity" to master Robert's Rules

of Order? Can anything be more intimidating than being informed (in front of two hundred delegates) that your "point of order" is really a "question of privilege"? Or worse still, that **you** are "out of order" (and I always thought "out of order" referred to a xerox machine five minutes before class). How can I be "out of order" when all I want is a definition of "a seamless post-secondary system" before voting on the resolution in which this jargon is found? Who the heck was Robert anyway and what gives him the right to make up all these rules?

Despite the jargon and procedure, we managed to pass a number of resolutions pertaining to issues such as governance, HRD, NAFTA, bargaining and lobbying, pensions, professional development, human rights, and non-regular faculty. As an abstention is stronger than a "No" vote, in that it can be recorded upon request, UCFV abstained on all resolutions concerning coordinated bargaining strategies.

Three resolutions were presented from the Status of Women Committee: to change the structure of SWC to a co-chaired committee; to encourage the provincial government to enact employment equity legislation consistent with CIEA equity policy; and to provide funds to copy source material from NAC (National Action Committee). This latter request was referred to Presidents' Council, while the former two resolutions were passed. (I have been the unofficial co-chair of SWC for the past year, so I am pleased that CIEA has finally agreed to recognize the co-chair structure.)

Since I was presenting two workshops, I had the opportunity to attend only one other workshop. I selected the workshop which debated the merits of college Ombudspersons

compared to Ethics Committees. The workshop was facilitated by Maureen Shaw (Kwantlen) and presented by two delegates from CNC, where an Ethics Committee operates, and two delegates from Douglas Colleges, which has an Ombudsperson. Each team outlined the responsibilities and procedures of the ombudsperson/ethics committee, gave examples of the types of issues handled, and discussed the advantages and problems. The importance of confidentiality and impartiality was stressed. Issues ranged from workload imbalance and intra-departmental tensions to ownership of course material and academic freedom. Most issues were faculty-faculty disputes. The more formal ethics committee at CNC investigates complaints through in-camera meetings, hearings, interviewing "witnesses," and use of written documentation. The committee has no power to discipline, however, and nothing is placed in the employee's personnel file. CNC provided a copy of its code of ethics (which includes topics such as general conduct, professional responsibilities, academic freedom, relations with students and faculty, etc.) and a flow chart of the ethics complaint procedure.

The ombudsperson at Douglas also investigates complaints but uses no hearings or documentation, and works closely with the complainant to ensure she/he fully agrees to any inclusion of other people. The ombudsperson acts as an advocate for the individual (primarily educating him/her about what is in the collective agreement) and often acts just as a sounding board—a secure platform on which to beef about another person in strict confidence and without the necessity of taking any further action. Douglas College provided a copy of the terms of reference for the Ombudsperson.

It was concluded that an institution did not need to choose one or the other but that both an ombudsperson and an ethics committee might be appropriate, each with a clearly defined mandate.

Both of the workshops I presented (with my co-chair from the Status of Women Committee, Rosalie Hawrylko) were very well attended and appeared to be well-received. The first focused on male-female communication, both verbal and non-verbal. The objectives were to understand differences between male and female patterns of communication, and to find ways to prevent misunderstanding in order to work together. It was noted that while there are two different styles—one more often associated with men and one with women—neither style is "better" than the other. The male style, however, is more dominant in the workplace. Drawing on our own experiences and working in small groups, we looked at how Deborah Tannen's research helps explain the frustrations and miscommunications we encounter. Rosalie described further research on the relationship of sexist language, touch, and control of talking time to power and dominance. Lastly, we shared ideas for overcoming communication difficulties.

The other workshop we presented was "Inequity in the Classroom." Using the

Concordia University video by the same name, the group explored the meaning of equity, looked at subtle ways in which women and visible minorities are discriminated against in the classroom, and explored possible solutions. Rosalie provided additional research findings which focused on identifying cultural differences which may affect classroom participation. We concluded that equity is not sameness, and that accommodating our differences is essential if women and visible minorities are to be full participants in the education system.

I'm pleased to report that this year's AGM was not as frustrating and intimidating as the one I attended two years ago. In fact, it was actually enjoyable. The most perplexing problem we faced was figuring out why certain delegates (who shall remain nameless) got the royal treatment—deluxe suites, jacuzzi, newspapers at the door, chocolates on the pillow, wonderful views—while other of us got the standard motel-row fare overlooking the employees' parking lot.

Hmphh!! (But then when one is staying at the Delta Mountain Inn at Whistler, can one really complain?)

Jean Ballard-Kent

No Brainsex, Please, We're Skittish . . .

Imagine your brain ... bristling with militant sex organs.

That's one thought I had last term while co-hosting a presentation on male/female

communication patterns during our celebration of Diversity at UCFV. My talk was on Brainsex, the theory that female and male brains are morphologically and functionally different, that our brains are

sexed like our bodies before birth and there ain't nothin you can do about it, baby. While the audience was receptive to Debrah Tannen's ideas about men and women naturally engaged in "cross-cultural communications" from an early age (which seems a remarkably divisive proposition), there was noticeable antipathy to Brainsex.

Many thinking people, in fact, respond to Brainsex as very politically incorrect, a kind of dead-end determinism that re-inforces negative stereo-types (of nurturing women and organizing men, etc.). Not only does the theory seem to negate the political victories won by women over the last thirty years, but it also mocks the efforts of feminist men. What women, and maybe a few self-conscious guys, have suspected all along is revealed at last: beneath that cuddly SNAG exterior lurks just another dick-head bent on power, position, and possession, period.

Perhaps one day there will be brainsex-change operations. Until then, though, all we can do is think about our brains—and that, in a sense, is the problem. In the paradoxical activity of pondering our cogitating organs, we need to understand how the language we use shapes our perceptions and just how Brainsex fits into the current speculative vocabulary.

Metaphors of Mind

Consider the many images we use for apprehending the magical workings of our grey matter. For instance, there is the 'brain-as-computer', the latest refinement of the mechanistic view. Always comforting, it posits a brain that is content driven and infinitely programmable. Sure, it can be undermined by a few bad sectors or glitches

occasionally, but it's fixable, and therefore basically healthy.

In opposition to this positivist view stand the psychological models of Freud and Jung, replete with murky significations. The first I imagine as 'brain-as-iceberg': i.e., 9/10ths of seething and unseen personalized unconsciousness beneath a 1/10th surface of besieged, tenuous rationality. And Jungian inner space becomes 'brain-as-black-sea' of

collective unconsciousness, in which myriad archetypes bob and glisten, borne back and forth by the endlessly returning currents of myth.

Derived from physical anthropology, there is also the scientifically satisfying 'brain-as-Dagwood-sandwich': layers on layers of reptilian, mammalian, and other evolutionarily relevant memory banks. In short, in this theory, our behaviour is understood as a primitive kind of species specific set of responses to stimuli.

As well, there is the artistic or schizophrenic (depending on your p.o.v.) 'right-side left-side' version, wherein the brain's two hemispheres don't really get on very well, and each contains specific functions that can be activated separately. In this version, you can kick-start creativity, for example, in the right side by somehow distracting the tyrannical, madly editing left-sided reason.

The most recent language-based model suggests the processes of the head are chaotic and multifarious, rather than binarily tidy. In the 'brain-as-deconstruction' view, all the divisions mentioned above are obscured; language and hence thought occur not in authoritative halves or compartments, but in a

series of micro-flashes of memory firing all over the brain at once, which are then mysteriously integrated into words and ideas.

Mind over Matter?

As far as communication between the sexes is concerned, the key factor about the above mechanical and psychological metaphors is that they leave room for negotiations and peace-making initiatives: e.g., "sorry I snapped, dear; my reptilian brain cells are a bit frisky this morning," or "pardon me, my Freudian slippage is showing." And, in Jungian terms, you can even cross sexual boundaries, to encounter your anima/animus and meaningfully explore the Other.

Not so in Brainsex, or not so if we take it in its most literal and limiting aspect: i.e., male brains vs. female brains, and you can change your body but not your mind. The term itself is sensational and evokes strong imagery, both sexual and political, along a 'battle of the sexes' line. Not surprisingly, immediate reaction to Brainsex can be negative, that

is, an emotional rather than intellectual response—to an imagined inherent polarization buried deep inside our skulls.

But if you think about it, Brainsex can also be understood in terms of gender rather than merely genitalia. After all, hormonal changes shift our female/male orientations at different points in time. As well, there have always been and will be people who do not fit conveniently into either compartment, and individuals who possess both strong male and female characteristics. (At last count, indeed, there are at least five sexes; though, that, as they say, is another story.) And if we understand gender as a bio-psychic continuum along which we all trudge, trot, or gambol, as is our wont, the implications of Brainsex can be encompassed in a more holistic vision.

Personally, I'm ready for a new metaphor: 'brain-as-Tao'.

Richard Dubanski

P.D. Report: Vancouver International Film Festival 1993 . . .

When you get P.D. funding to go to a film festival, the least you can do is choose a few turkeys. The latest Matt Dillon vehicle, Mr Wonderful (to which I was drawn because I had liked director Anthony Minghella's Truly, Madly, Deeply) is a turkey. This is largely because Matt Dillon is a turkey. He has offensive eyebrows. Also, it drives me nuts the way he spits out whattt!? every time somebody looks at him crosswise. It's too cool. In this film Dillon plays a working guy who is living with his impossibly slim, beautiful girlfriend (Mary-Louise Parker) but

is still madly in love with his impossibly slim, beautiful ex-wife (Annabella Sciorra). I would happily mortgage what remains of my immortal soul for an hour with either of them, but at least Sciorra is trying to improve herself through higher education, and she definitely has the cuter mouth. The situation is that the guy is supposed not to be able to make up his mind!

The plot is stupid, too. In the very first (and every subsequent) scene it is patently obvious that he hasn't gotten over the wife. Who

could? And guess what happens in the end? He gets her back! From her college English instructor, no less! (William Hurt, who carries poetry books everywhere he goes and displays as much affect as a gecko.) I couldn't stand it.

Later, though, I saw a likeable and thoroughly incomprehensible Greek film called *Please Ladies, Don't Cry*, and my spirits rose considerably. (If Matt Dillon had spent more time pleasing ladies and less time crying, I might have enjoyed *Mr Wonderful* too.) The story turns on the visit of a pair of famous religious icon painters to a tiny Arcadian village. What these men have done to deserve their fame, though, is not exactly clear, since neither touches a brush or a tube of paint for the entire stay. The older of them is called Theofilus, or 'Saint' Theofilus to the pilgrims who come to bask in his presence and serve him quantities of well-prepared food. Among the pilgrims are a boy and a girl dressed as choristers, and two men dressed as hunters. These four arrive together, announcing themselves as 'choristers and hunters'. Before they leave, all four sing as a choir, and then all four

head off on a hunting trip Yes, well, some things are too delicate for words.

The younger man is called Theodosius, and his principal tasks are to serve his master Theofilus and to immolate himself on the cross of Unrequited Love. Theofilus tells him that one should give women five per cent and keep ninety-five, but that he (Theodosius) always does the reverse. An attractive (but not impossibly) young (female) acolyte arrives and stays for a period of time, then leaves. I thought Theodosius, a chap in his early fifties with considerable dignity of bearing, took his loss (not that he had 'had' anything, really, to lose) like a man.

Nothing here adds up to anything very coherent. But as someone said, the God is in the details.

To be continued. In the next issue, brief reviews of two excellent American documentaries—*Road Scholar* and *Time Indefinite* (Ross McElwee's sequel to *Sherman's March*)—and one disappointing Italian political drama—*Tango Ferroz*.

Graham Dowden

FSA COMMITTEE REPS 1993/4**JOINT PROFESSIONAL DEVELOPMENT COMMITTEE (JPDC)****BETTY HARRIS****FSA CHAIR**

JUNE MEYER	Careers
DEIDRE MCGROARTY	Business Office East
JACKIE HOGAN	Business Office West
ELSIE NEUFELD	ABE Faculty
KEVIN BUSSWOOD	Academic Faculty E/W *
RON LAYE	

P.D. ALLOCATIONS

ASTRID STEC	Academic
VAL HUNT	Academic
TOM BAUMANN	Careers - Agri
VACANT	ABE
VACANT	Careers - General
BARB HARMS	Continuing Education
COLLEEN OLUND	Business Office
JUNE REEDMAN	LRC
MANDY KLEPIC	Student Services
KAREN POWER	Trades
KEVIN BUSSWOOD *	Appointed from JPDC

JOINT CLASSIFICATION AUDIT COMMITTEE (J.C.A.C.)**DORINE GARIBAY (FSA CHAIR)**

FAYE HYNDMAN
JACKIE HOGAN
CAMERON ROY

OCCUPATIONAL HEALTH & SAFETY COMMITTEE (OH&S)

RON COREAU	(FSA CHAIR)
LORI MOREN	
STEVE YAP	
LESLIE DALZELL	
KIM ISAAC	

FACULTY EVALUATION COMMITTEE

HEATHER STEWART
KEVIN BUSSWOOD
IAN MCASKILL
KATHERINE PERRAULT

INFORMATION SYSTEMS EVALUATION TEAM

DUNCAN JEFFRIES
WARREN STOKES
TIM COOPER

MISSION JOINT PROJECT ADVISORY COUNCIL

PATRICK O'BRIEN
VERA CARSWELL
CATHERINE MCDONALD-SMITH

COLLEGE SCHOLARLY ACTIVITY COMMITTEE

ROB WOODSIDE (Academic)
ROGER MOREN (Vocational)
JANE DEAN (Careers)
ANNE KNOWLAN (Non-Teaching Faculty)

**CHERYL DAHL, FSA PRESIDENT
WEEKLY SCHEDULE**

MONDAY	TUESDAY	WEDN'SDAY	THURSDAY	FRIDAY
9.00 - 12.00 At home: FSA work	9.00 - 12.00 At home: Course prep and marking	9.00 - 12.00 At home: FSA business	9.00 - 12.00 At home: FSA business	9.00 -12.00 At home: Course prep and marking
LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
1.00 - 4.00 Meetings	1.00 - 4.00 Teaching in class E316 Student office hours Cheryl's Office Abby A319b Board/Cmmttee Meetings evening	1.00 - 5.30 Meetings FSA Exec. and FSA Committees	1.30 - 4.00 Meeting with Fenella FSA Office hours A339	1.00- 4.00 Teaching in class E316 Student office hours - A319b
<p style="text-align: center;">UNSCHEDULED MEETINGS/CONFERENCES TO BE FITTED IN WEEKLY C-IEA, Peter Jones, Barry Bompas, Dept. Heads, members, Strategic Planning, Negotiations, etc.</p>				

Please check with FSA Office for daily schedule

**FSA OFFICE: Local 4530
CHERYL'S: Local 4265**

Food For Thought . . .

Here is a sample recipe from the forthcoming UCFV Press Benefit Cookbook, *Comforts and Joy*, which seems especially apropos for our inaugural issue of 'Words and Vision'.

Apocalyptic Linguini

Ed: Warning: this recipe comes from the garlic capital of the Universe, Gilroy, California, and it can cause hallucinations.

8oz. 225 g linguini
 3 heads garlic (that's right, heads)
 some good olive oil
 1tbsp. 30ml fresh thyme, chopped
 2 eggs, beaten
 some Parmesan to taste, grated

While cooking the pasta, separate the garlic cloves and blanch in boiling water for 30 seconds. Peel them, and sauté very, very gently in olive oil, until golden but not too brown.

This will take about 20 minutes; the garlic will be caramelized into a sweet and buttery vegetable, losing some of its characteristic pungency.

Add the thyme; cook for a couple of minutes. Add the chicken stock, salt and pepper, and simmer for 5 minutes. When done, drain the linguini and toss immediately with eggs, Add to the sauté pan, toss with the Parmesan, and consume with gusto. (Makes 4-6 servings.)

Garlic is the catsup of intellectuals
 -Anon.

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Contributions and ideas are welcomed from all FSA members. For more information or comments about the FSA Newsletter, contact the FSA Office, local 4530.

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